

Avondale Elementary School District

Grades served: PreK- 8
 Number of schools: 6
 Students attending: 3,163
 Number of certified teachers: 152

Proposition 301 Dollars

| | |
|---|-------------------|
| Base pay: | \$ 199,721 |
| Performance pay: | 399,441 |
| Menu options: | 399,441 |
| Total Proposition 301 dollars: | \$ 998,603 |
| | |
| Total budgeted expenditures for fiscal year 2002: | \$40,134,751 |

Comparative Information

| | District | State |
|---|----------|----------|
| Student/teacher ratio: | 20.8 | 18 |
| Average teacher salary: | \$35,681 | \$37,176 |
| Beginning teacher salary: | \$27,776 | \$26,516 |
| Percentage of dollars spent in the classroom: | 60.1% | 57.7% |

Base Pay (\$199,721):

Base pay monies are divided equally among the District's 182 classroom teachers, 1 counselor, and 3 librarians. Increases are estimated to be approximately \$950 per employee, and are being paid during the normal payroll cycle.

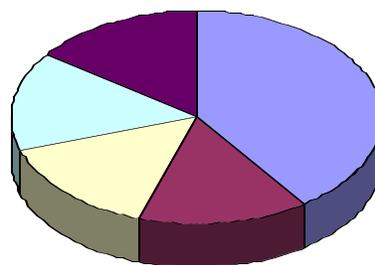
Menu Options (\$399,441):

The District's spending plan was developed by a committee of board members, support staff, district administrators, teachers, school principals, and parents. Using menu monies, two additional teachers will be hired to reduce class sizes. In addition, monies will be used to pay teachers to tutor students after school. Other planned uses include a Saturday school program, and teacher workshops and training. The remaining 39 percent has been allocated to schools to spend according to approved site plans.

Performance Pay (\$399,441):

Classroom teachers, counselors, and librarians are eligible to participate in the District's performance pay plan, and can earn an estimated \$1,950 each if goals are met. The plan, which is focused on student achievement, also includes a number of other components, as shown in the figure. Specific goals include such things as improved student scores on standardized tests; increased parental involvement through surveys, workshops, and volunteer activities; and improved student attendance.

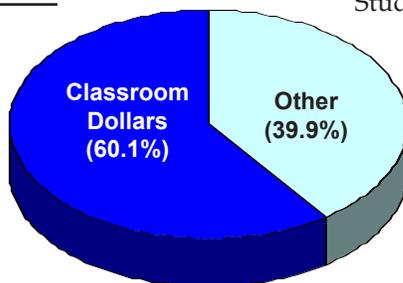
What Is the Plan Based On?



- Student achievement (40%)
- Parental satisfaction (15%)
- Teacher evaluations (15%)
- School improvement (15%)
- Student / teacher attendance (15%)

Dollars in the Classroom (Fiscal Year 2001)

\$8,835,572



Other:

| | |
|--------------------------|--------------------|
| Student support services | \$ 623,074 |
| Instruction support | 752,993 |
| Plant operations | 1,573,502 |
| Transportation | 453,613 |
| Administration | 1,445,866 |
| Food service | 1,024,756 |
| Other services | 3,423 |
| Total | \$5,877,227 |

See also Auditor General Report, *Arizona Public School Districts' Dollars Spent in the Classroom*.